

EXHIBIT 8

PERFORMANCE MONITORING CRITERIA

Level I

Discipline/FADO/Performance

- Negative Performance and/or behavior.
- 3 or more CCRBs in a twelve month period.
- 6 or more CCRBs in 5 years.
- 4 force complaints in 2 years.
- 5 force complaints in 4 years.
- Negative Evaluations.
- Suspension/Modified assignment.
- Administrative Transfer.

Level II

Discipline/FADO/Performance/Civil Lawsuit

- Guilty of 1 set of C+S for Force in 5 years.
- 2 or more sub'd FADO complaints in 4 years.
- Serious misconduct resulting in a disciplinary penalty of twenty (20) days or more. (5 years from incident date)
- Two below standards evaluations in 3 years.
- Performance and/or behavior remains substandard after Level I monitoring.
- Determination by PMU and/or the CO of the member in Level I that Level I will not improve the member's behavior.
- At the direction of the First Deputy Commissioner or Deputy Commissioner, Personnel.
- Recommendation by the Borough Commander.
- Quarterly profiles by member's Commanding Officer.
- 3 or more commenced lawsuits for police action within the last 12 months.
- 6 or more commenced lawsuits for anything within the last 5 years.
- 1 or more disposed lawsuits for \$100,000 or more for anything within the last 12 months.

Level III

Dismissal Probation/Special Monitoring System

- Placed by SMS Board (1DC, Deputy Commissioner, Personnel, Deputy Commissioner, IAB, Deputy Commissioner, DAO due to excessive FADO Complaints and or continuous poor discipline/performance. Monthly profile reports submitted by member's commanding officer.
- Dismissal Probation results from Department trial or negotiated plea agreement. Monthly profile reports by member's Commanding Officer.

*Member can be placed directly in either Level I or Level II, and sometimes in special cases directly into Level III.

Uniformed Performance Monitoring Reference

	<u>Level I(All)</u>	<u>Level II(All)</u>	<u>Level III(All)</u>
CPI Entry?	Yes	Yes	Yes
Interview at Placement?	With a Supervisor at PAS	With a Supervisor at PAS	With a Supervisor at PAS
Duration?	A Minimum of 12 Months	A Minimum of 18 Months	Dismissal Probation: 365 days, full duty, present at work. Special Monitoring: A Minimum of Two Years
Paid Detail?	Yes	No	No
Off Duty Employment?	At the Discretion of the Member's Commanding Officer	At the Discretion of the Member's Commanding Officer	At the Discretion of the Member's Commanding Officer
Permitted to work the first platoon?	Yes	No <i>Y</i>	No <i>Y</i>
Permitted to Perform Anti-Crime Duties?	Yes	Yes	No
Permitted to Commence Tour Later than 1800 hours?	Yes	No <i>Y</i>	No <i>Y</i>
Possible Extension?	Yes, due to pending matters, continued poor performance, discipline or CCRBs	Yes, due to pending matters, continued poor performance, discipline or CCRBs	Dismissal Probation: Yes, due to days owed from not being full duty and present for work Special Monitoring: Yes, due to pending matters, continued poor performance, discipline or CCRBs
Interview upon Removal?	With Member's Commanding Officer/I.C.O.	With Member's Commanding Officer/I.C.O.	With Member's Commanding Officer/I.C.O.